



Apprenticeship Connections

A Resource for State Apprenticeship Expansion Grantees

Table of Contents

[Resources](#)

[Events](#)

[Spotlight on Florida: Leveraging Strategic Partnerships to Build Capacity Statewide](#)

[Spotlight on the Northeast: Networking Meeting Nets Innovations for States](#)

[Apprenticeship in the News](#)

Resources



[New High School Apprenticeship Page](#) -

Interested in expanding youth apprenticeship? DOL recently unveiled a new High School Apprenticeship [page](#) that includes a guide, fact sheet, example programs, and other resources that can provide a roadmap for high schools, colleges, workforce organizations, businesses, and others to launch high-quality, high school apprenticeship programs.

[New DOL Apprenticeship Newsletter](#) - Don't worry, this ApprenticeshipConnections Newsletter for SAE grantees won't be going away! But the Office of Apprenticeship is also launching a new Apprenticeship Newsletter. To stay informed, sign up at the bottom of the apprenticeship [main page](#).

New Sponsor Equal Employment Opportunity (EEO) Tools and Resources -

DOL developed two new resources to support sponsors as they continue to implement the apprenticeship EEO regulations.

- [Protected Characteristics Pages](#) provide information on the characteristics protected from discrimination under the EEO regulations - race, color, national origin, religion, sex, age, sexual orientation, disability, and genetic information.
- The [Online Universal Outreach Tool](#) is an interactive map that can help apprenticeship sponsors connect with organizations that can help them recruit diverse candidates in their area. The webpage includes a video tutorial and written step-by-step instructions. The tool harnesses technology to make it much easier for sponsors to create their required lists of recruitment sources - try it and see! Additional resources for outreach and recruitment and detailed information on the EEO regulations' outreach and recruitment requirements are available on the [Outreach and](#)



[Outreach and](#)

[Broadening the Apprenticeship Pipeline Brief](#) - The National Skills Coalition recently released a new [report](#) exploring how supports like child care and pre-apprenticeship training can be the on-ramp to successful apprenticeships and work-based learning programs. It highlights best practices and state and federal policy recommendations to make these supports more available.

[Survey of Attitudes Toward Apprenticeship](#) - The Harris Poll (on behalf of the American Staffing Association) conducted a recent [survey](#) of more than 2000 Americans that showed 62% believe apprenticeships make a person more employable than going to college and 87% believe it is smart to consider both apprenticeships and going to college as options.

Events

[Domestic Violence in Apprenticeship and Pre-Apprenticeship Programs: Developing Effective Responses](#) - Register [here](#) for this webinar hosted by the Institute for Women's Policy Research on September 13, 2018.



[EEO Webinar](#) - On Friday, September 14, 2018, from 1-2 PM Eastern Time, DOL staff will address three components of sponsors' Affirmative Action Plans: the 7% goal for individuals with disabilities, conducting targeted outreach and recruitment, and reviewing personnel practices to ensure apprenticeship programs are free from discrimination. Register [here](#).

[Growing Your Apprenticeship Program: Branding and Marketing for Success](#) - NGA is hosting this webinar on Wednesday, Sep 19, 2018, from 2-3 PM Eastern Time. While aimed at AAI grantees, all SAE grantees are invited to take part. Register [here](#).



[National Community College Conference: Implementing Apprenticeship Programs](#) - Your community and technical colleges are invited to join host Harper College and other community colleges in Chicago on October 8-9, 2018, to explore innovative approaches in the delivery of successful apprenticeship programs, marketing strategies targeting employers and potential apprentices, and practical insights to increase apprentice retention.

Registration is free. Two related resources may also help you grow stronger partnerships with community colleges:

- [Apprenticeships and Community Colleges: Do They Have a Future Together?](#) is a new report from the American Enterprise Institute that identifies challenges as well as recommendations to position community colleges to help expand apprenticeship.
- This [video](#) from Harper College communicates the value of their apprenticeship program from the point of view of a current apprentice. (And don't forget about our [CoP page](#) full of resources to inspire and equip your work with community colleges!)

[ICare4Autism National Conference](#) - On Wednesday, October 10th in Washington, DC, ICare4Autism is bringing together experts and key U.S. education and labor officials to launch an Apprenticeship training program for high school students with disabilities to increase their employment opportunities. Registration is available [here](#).

National Apprenticeship Week (NAW) - The fourth annual NAW, scheduled for November 12-18, 2018, is getting close! Be sure to visit the [NAW website](#) and [register](#)

your upcoming activities.

Spotlight on Florida: Leveraging Strategic Partnerships to Build Capacity Statewide

Our 2017 [Promising Practices](#) series highlighted Florida's innovative work bringing together more than 100 public and private sector experts to serve on Apprenticeship Catalyst Workgroups. The Workgroups were charged with identifying strategies in four key areas to expand apprenticeship: governance, business outreach, population outreach, and data sharing. A year later, after contributing a collective 1,300+ hours, the Workgroups have completed their efforts, offering 60+ recommendations summarized in the report [Filling Florida's Skills Gap Through Apprenticeships](#) and paving the way for transformative systems change.



Ideas include encouraging and supporting partnerships to develop high school pre-apprenticeship programs and establishing Registered Apprenticeship performance data collection and dissemination processes. Together, the three lead partners - CareerSource Florida, the Florida Department of Economic Opportunity, and the Florida Department of Education - are prioritizing the recommendations while keeping stakeholders engaged through regular updates.

The process has sparked stronger partnerships, a deeper understanding of apprenticeship among all partners, new opportunities, and increased momentum as the Workgroup members collaborated over the course of the year. New initiatives include:

- The inaugural Statewide Apprenticeship FLA Summit held in June, which showcased state and national best practices for apprenticeship as an earn-and-learn model.
- Competitive apprenticeship grants to local workforce development areas funded by the State Workforce Investment Board from SAE grant and WIOA state-level dollars.
- An updated sector strategies local assessment tool that embeds career pathways and work-based learning, including apprenticeship.
- A forthcoming strategic outreach plan to shape perceptions and heighten awareness of apprenticeship opportunities among employers, apprentices, and prospective apprentices, including secondary and post-secondary students.

For states interested in pursuing a similar strategy, Florida identified and recommends several essential elements: (1) *a diverse cross-section of leaders* from industry (especially in growth sectors without established apprenticeships), education, workforce development, economic development, non-profit advocacy groups, and governmental agencies that serve special populations who can provide insight into their resources, needs, and technical requirements; (2) *experienced, knowledgeable, neutral support staff* who can facilitate and navigate sometimes sensitive or complex conversations; and (3) *data* that can illuminate the challenges, motivate action, address common misperceptions, and guide decisions. "Have data to support how and why you do the things you do," says ApprenticeshipUSA Project Director Elisia Norton. "Always go back to the data: What are employers and potential apprentices saying they need?"

For more information, contact Elisia Norton at enorton@careersourceflorida.com.

Spotlight on the Northeast: Networking Meeting Nets Innovations for

Apprenticeship staff from four Northeast SAE states - Massachusetts, Connecticut, New Hampshire, and Vermont - came together in Worcester, Massachusetts on April 10th to discuss common challenges, ideas, and promising practices. With their Maher & Maher coach facilitating, attendees talked through challenges and strategies related to diversifying apprenticeship, innovations in delivery and design (working with intermediaries, bridging the gap between apprenticeship and secondary education, and aligning community college programs), working with under-represented populations, and marketing and outreach strategies.

Since the meeting, the connections and requests for information between states have led to many follow-up conversations. The coach has also strategized with each state about how to adapt ideas shared by other states. And the meeting and follow up conversations are sparking innovations throughout the region. For instance, two states have been discussing best approaches to working with a common intermediary. Some of the states are refining their approach to industry. One state has heavily increased focus on bridging the secondary education-apprenticeship gap. And two states requested marketing materials from a third state and are considering innovations in their outreach strategies.



ApprenticeshipNH Grant Coordinator Emily Zeien would encourage other states to consider similar regional networking opportunities. "New Hampshire really appreciated the opportunity to connect with our neighboring states to learn and share resources. If other states have the resources or capacity to do something like that, you definitely should." David Cruise, President and CEO of the Regional Employment Board of Hampden County, Massachusetts, concurs. "The success of Registered Apprenticeship requires innovative dialogue and deliberation among colleagues who are committed to partnering for results." "Meeting in person brings networking and information gathering opportunities to a different level," says Christina Gregory, Massachusetts Department of Career Services. "Making an actual connection with our peers facilitates continued communication."

The Mid-Atlantic States are game, with the first SAE Mid-Atlantic Region Meeting for teams from Maryland, Pennsylvania, and Delaware scheduled for October 9th. If you have an interest in partnering with states in your region, talk to your coach.

Apprenticeship in the News

[Labor Department Launches New Apprenticeship Website](#)

[Updated Perkins Act Places Greater Emphasis on Work-Based Learning](#)

[12 Valuable Things Young Professionals Can Gain From an Apprenticeship](#)

[Mike Rowe's Returning the Favor: An American Second Chance](#)

[15 More Companies That No Longer Require a Degree-Apply Now](#)

[How Associations are Embracing Apprenticeships](#)



[Seattle's Apprenti Seeks to Take its Tech Apprenticeship Program Nationwide](#)

[Young People Lack Parental Push to Become Automotive Apprentices, says IMI](#)

[We Need Fewer College Grads and More Apprentices, Entrepreneurs, and Journey\[wo\]men](#)

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